



# DIVERSITY COUNCIL

Meeting Notes: April 5, 2006

**ATTENDANCE:**

- |  |  |
|--|--|
| <input type="checkbox"/> AVALOS, DANNY | <input type="checkbox"/> KISSINGER, SYDNEY |
| <input type="checkbox"/> BARRY, KATE   | X MATTHEWS, SUSAN                          |
| <input type="checkbox"/> CARKIN, SUSAN | <input type="checkbox"/> MCGRAIL, ANNE     |
| x CARR, DENNIS                         | <input type="checkbox"/> MOGART, SILVER    |
| <input type="checkbox"/> CRAIG, TIM    | X SAMANO, MICHAEL                          |
| X DELEON, JERRY                        | <input type="checkbox"/> SOLOMON, MARVA    |
| X ECCLESTON, JET                       | X stabin, tova                             |
| X EDMONDS, KAREN                       | X SULLIVAN, TERRI                          |
| X FLORENDO, JAMES                      | <input type="checkbox"/> WHITENACK, ALICE  |
| X GARCÍA, JAMES                        | x WREN, RUTH                               |
| X HARRIS, MARK                         |  |

**GUESTS:**

Adrienne Mews  
Elizabeth Andrade

Topics/Action Items/Outcomes	Discussion
<p><b>1. tova (5 minutes)</b>  <b>Announcements</b>            - Approving minutes of 3-15-06            - Reference notebook for past meetings</p>	<p>*Submitted Handouts Listed Below            *Meeting Minutes unanimously approved            *Adrian McLeod (HR) and tova compiling meeting minutes reference book</p>
<p><b>2. Additional &amp; Special Agenda Item</b>            -Guests:            Ruth Bichsel, Fac/Soc. Science            Chris Delk, Ruth's son</p> <p><b>Action Items:</b>  <b>1) Committee Sub-group</b>  <i>(tova to make meeting arrangements)</i>            -Dennis, tova, Mark, Jim, Terry            -Return to group with results and further action to be taken  <b>2) Develop General Policy and specific response</b>  <b>3) Tie incidents together</b></p> <p><b>Outcome:</b>            Ruth thanked the committee for hearing her and for considering what they might do to make a difference not just for her, but for whole campus. Chris reiterated that other students are suffering and hopes something can be done there.</p>	<p>* Request for assistance and guidance with ongoing harassment and discrimination issues within Social Science Department.            *Request of assistance for son who needs to take a Psychology course in order to graduate and is fearful of being treated unfairly due to harassment situation with himself and his mother.  <u>Conversation Highlights:</u>            * Son, Chris "harassed in parking lot"            * Chris stated, "for other friends in Social Science Classes it is the same" additionally "I do not feel safe here at Lane..."            * Over a 5 year period many incidents have occurred that have caused emotional trauma, violation of work space, condemnation of her appearance &amp; inability to advance because of her appearance, one faculty member referred to her in a division meeting as "a kike and a wagonburner." This speech was neither interrupted nor censured by the Division Manager who was present. (She personally spoke with that person privately, did not report it through either harassment process, and has yet to hear from the manager to date)            * Student overheard two faculty members from Social Science, in the Women's Restroom, discuss Ruth and heard them label her a "Butch Lesbian" and that because of Ruth's appearance she would not be given additional assignments. Student reported incident to Kate Barry. Was action taken? (Student may or may not have reported to Kate Barry, Kate wasn't present to confirm. Mark consulted with Kate a week ago, student hadn't reported the incident – M.H.)</p>

\*Each incident was reported to Public Safety or to Division Chair. No resolution or accountability has occurred.

\* Ruth stated, "No matter what they do to me, I am not leaving... I know I am good at what I do."

Response Overview:

MS: 1) Some Soc. Sci folks were sat down and interviewed by off campus attorney to discuss working conditions in department. 2) An Oct 2005 meeting occurred which included ET members Mary Spilde, Sonya Christian, and Patrick Lanning, as well as Ken Murdoff, Jim Salt, Mark Harris, Michael Samano and other Social Science staff. 3) Result: "Hostile Conditions were confirmed." Mary S. made it clear something would be done.

MS: Had a break-in to his office as well as Ruth. He does not want to rehash this but to look for action steps to make changes.

ts: Asked Ruth what she sees the Council might do.

Ruth: 1) How can my son take the needed course?

2) How will my other kids attending Lane in the future be treated? 3) Someone go to department and tell them behavior will not be tolerated 4) Would like to know what has happened to our Core Values?

DC: "Would you like an Advocate?" Ruth would like to see it resolved.

MH: Saw the results of Ruth's office break-in.

\* Determining appropriate follow up \* Recognize that theft/assault are continuing \* Offered to provide independent study course to Chris

Chris: "Yes, I could do that but it does not solve the problem of what is happening to my mom."

DC: HR, neither Jose or Dennis, ever received complaints. "I will research"

JC: "Oppressor rules;" Diversity practices are out of sync with actual operational practices. Recommends asking: "Pose policy recommendation that everything must be aligned with Core Values."

Request clear response of who is accountable. 3) Clarify rules and process.

JF: Suggests utilizing him as a resource to connect to affirmative action director/lawyer at UofO for further input.

TS: Letter to Ruth, with insult; suggests recommending specific punishment with three steps, with the last being termination

JG: "We need to ask questions to determine good policy, we can make policy and recommend to college council. Even if they do not accept they must read."

JO: Risk management assessment is that the cost of

	<p>inaction is very high, College is exposed, relates to Fair Credit Reporting Act.</p>
<p><b>2. tova/Mark (15 minutes)</b>  <b>Rotating Chair of Diversity Council</b>                  -Spring Quarter</p> <p><i>Action Items: None</i>  <i>Outcomes:</i> Mark will continue to be Chair until June 30, 2006</p>	<ul style="list-style-type: none"> <li>* Discussion of what was agreed upon in previous meetings as to length of time Chair is in place</li> <li>* Original decision for quarterly chair was based on idea that interim positions would be filled.</li> <li>* Discussion of how to proceed</li> </ul>
<p><b>3. tova (15 minutes)</b>  <b>Diversity Council Retreat May 12<sup>th</sup></b>                  -Update on potential places to meet                  -Who's attending?                  -Outside facilitators                  -Other agenda items...</p> <p><i>Action Items:</i>                  1) tova to solidify meeting place arrangements                  2) Council Members need to confirm attendance                  3) tova will pursue possibility of outside coordinator availability.  <i>Outcomes:</i>                  1) Meeting will be held at Eugene Friends Meeting place with funding coming from Diversity Council Budget</p>	<ul style="list-style-type: none"> <li>* Reviewed options of places to meet</li> <li>* Discussion of internal vs. external facilitators</li> </ul>
<p><b>4. tova (15 minutes)</b>  <b>Pam Farmer</b>                  -need follow up discussion?                  -thank you note draft</p> <p><i>Action Items:</i>                  1) tova to send e-mail to Pam  <i>Outcomes:</i>  <i>Outcomes: None</i></p>	<ul style="list-style-type: none"> <li>* Thank you letter unanimously approved</li> <li>* No further discussion needed at this time</li> </ul>
<p><b>5. tova/Mark (40 minutes)</b>  <b>Diversity Work Plan subcommittee report</b>                  - Diversity Coordinator Position                  - IDEC - add</p> <p><i>Action Items:</i>                  1) Each council member should read work plan and send any feedback to Mark by Wednesday, 04/12/06. If no response Mark will send to college council  <i>Outcomes:</i>                  1) Immediate action is needed in order to have review by college council in a timely manner.</p>	<ul style="list-style-type: none"> <li>* Diversity Work plan has been not yet been sent to College Council/ET</li> <li>* Plan ends June 30, 2006</li> <li>* IDEC Survey was not included (*See Handout from Mark Harris)</li> <li>* Jurisdiction to being work by adding language to work plan</li> </ul>

	<p>* <i>IDEC highlights:</i> tova will only see responses; no difference in faculty/classified; each online response will represent no more than three lines of employee submission; there will be a map of campus buildings developed that relate to the results of the survey</p> <p>*The purpose of work plan is to get an approved plan in order to establish accountability and ability to take actions</p> <p>*Dennis reiterates the importance of getting Work Plan going, Unanimous agreement.</p>
<p><b>6. Ellen Cantor (20 minutes)</b> <b>Sustainability added as Core Value</b></p> <p><i>Action Items:</i> <i>Outcomes:</i></p>	<p>* <b>Postponed</b></p>
<p><b>7. Items for next meeting (5 minutes)</b></p>	<p>* LynnMarie will not be note taker at 04/19 meeting; Adrian McLeod will substitute for this meeting.</p> <p>* Next agenda not confirmed</p>

**\*Submitted Handouts:**

Diversity Work Plan 2006  
 Thank You letter to Pam Farmer  
 New Core Value Proposal  
 Holocaust Memorial/Yom HaShoah Events  
 Esther Stutzman  
 Lucille Clifton  
 Baha'i Holiday  
 Infõrmate Perparate educate para el colegio  
 Eugene Middle East Peace Group

**\*\*Idec Sample letter** to Lane Staff, by Mark Harris on behalf of Diversity Council

\*\*\* Note-taker: LynnMarie Chowdhury, HR

- Minutes approved to post via e-mail by Mark Harris and tova Stabin on 04/07/06